

## The PAI Police and Public Safety Selection Report

The *Personality Assessment Inventory (PAI)* is a self-report objective inventory of adult personality and psychopathology first published in 1990. It consists of 344 test items that make up 22 full scales with no item overlap between scales: 4 validity scales, 11 clinical scales, 5 treatment scales and 2 interpersonal style scales (e.g., Dominance and Warmth). Ten of the full scales contain subscales designed to enhance the interpretation of each full scale and to reflect key components of the underlying clinical constructs. The PAI questions permit the respondent to choose between four response categories for each item: False, Slightly True, Mainly True, and Very True. This graded response format is easier for respondents than the typical true-false option common to other tests, resulting in shorter administration times and fewer complaints. In addition, the PAI items are written at a fourth-grade level; for this reason, applicants with poor reading skills are more likely to provide accurate self-descriptions on this test than on instruments that require a higher reading level. (A detailed description of the PAI can be found in *The PAI Manual*, authored by Leslie Morey, Ph.D., and is published by Psychological Assessment Resources, Inc., 16204 N. Florida Avenue, Lutz, FL 33549, (800) 331-8378, [www.parinc.com](http://www.parinc.com))

The *PAI Police and Public Safety Selection Report* was created by Johnson, Roberts and Associates, Inc. (JR&A) in 1995. This special purpose employment selection report based on the PAI report was designed to be used by licensed psychologists in conducting psychological evaluations of applicants for police and other public safety positions. The principal purpose of the report is to help the evaluator assess the emotional stability of the applicant, in order to screen out applicants who display job-relevant psychopathology. It is generally paired with a test that assesses normal-range personality, such as the CPI. (Johnson, Roberts and Associates, Inc., is the creator and copyright holder of the *PAI Police and Public Safety Selection Report*, which is produced under an exclusive license between Psychological Assessment Resources, Inc., and Dr. Michael Roberts, who is one of the owners of Johnson, Roberts and Associates, Inc.)

This special PAI report is based on a normative sample of more than 18,000 public safety job applicants, and it supplements the basic PAI profile and other indices with a number of innovative features designed specifically to help make employment screening decisions in the public safety field. These features include:

- Risk statements that estimate the likelihood (High, Medium, Low) the applicant will: (1) demonstrate a pre-hire history of specific background/character problems (such as Anger Management Problems, Job Problems, etc.); or (2) be rated by experienced psychologists as poorly suited for the position they have applied for. (see page one of the sample report: "Snapshot")
- PAI scale profiles based on norms for public safety job "incumbents," which allow the applicant's test scores to be compared to those of previous applicants who were subsequently hired and successfully held the job that the applicant is applying for. Scale T scores are based on norms for five different public safety positions: (a)

Police officer/sheriff's deputy/state trooper, (b) Corrections officer, (c) Firefighter/EMT, (d) Juvenile probation counselor, and (e) Communications dispatcher. Note that the public safety norm-based T scores in the Selection Report are plotted, for comparison purposes, on the same profile as are the publisher's "Community" norm-based T scores. (see page 2 of the sample report)

- A list of individual "selection-relevant" (critical) PAI items endorsed by the applicant, indicating certain responses -- identified by a panel of expert psychologists and by research on officer performance -- that may indicate possible job performance problems. The critical items endorsed by the applicant are printed out --scale by scale -- and can be used by the interviewer to focus their inquiry and/or rule out erroneous responses. The Report also indicates the percent of the applicants who endorse the item the same way, which is an index of how unusual the applicant's response is.(see page 7 of the sample report)

These features and the research on which they are based will be discussed in more detail later in this document. A comprehensive coverage of this information can be found in *The CPI Police and Public Safety Selection Report Technical Manual* (Roberts, M., Johnson, M., Thompson, J), published by PAR and available from Johnson, Roberts and Associates, Inc. A sample *PAI Police and Public Safety Selection Report* is presented at the end of the present document.

The test reports for The PAI Selection Report can be created in two ways: (a) off-site, in which the psychologist mails the completed answer sheets to JR&A and we create and send back the printed reports (typically over a secure internet connection), and (b) on-site, in which the psychologist installs our Test Scoring System software on a local computer and uses this software to produce the reports.

Note: In addition to the PAI, the JR&A Test Scoring System software can be used to create JR&A Police and Public Safety Selection Reports for three other tests that complement the PAI:

- the **California Psychological Inventory (CPI)**, which is a self-report questionnaire designed to measure various aspects of normal-range human behavior, such as Tolerance, Responsibility, Integrity, Empathy, and Self-Control.
- the **State-Trait Anger Expression Inventory (STAXI)**, which measures the way the individual experiences and expresses anger, and can help identify a predisposition to anger and anger-related behaviors
- the **Psychological History Questionnaire (PsyQ)**, which asks over 300 detailed questions about various aspects of a job applicant's life (including education, employment, law enforcement experience, driving record, criminal record, substance use, alcohol and drug use, early life history, psychological problems, and related psychological treatment). The PsyQ is used by screening psychologists as an efficient way to gather and organize extensive information about the job applicant,

and is also used as a template for their structured psychological interview with the applicant.

### **Discussion Points**

The previous section of this document contained brief descriptions of the basic features of the PAI Selection Report. This section contains somewhat more detailed descriptions of selected features of the PAI Selection Report that contribute to its value when used for psychological evaluations of applicants for public safety positions.

#### Public Safety Focus

The primary reason for the success of the PAI Selection Report is that it was designed by psychologists with decades of police selection experience to respond to the shortcomings of commonly used psychological tests when used for police selection. Standard versions of psychological tests work well in clinical settings, but when taken out of the treatment context in which they were developed, and used in high-stakes employment screening, they have clear limitations. For example, the “fake good” strategy employed by all job applicants results in markedly elevated scores on validity scales and corresponding suppression of scores on substantive scales. The net effect is a profile that masks any individual differences on scale scores, resulting in everybody – even very atypical or bizarre job applicants - looking “normal.”

Perhaps the most serious deficiency of standard psychological tests when used in a selection setting is the absence of appropriate norms that permit applicant’s scale scores to be compared to other job applicants, rather than to the norms of test-takers that are usually used by academic test developers, like college students and paid volunteers. Job applicants taking psychological tests face a “high stakes” test environment because they either get a desired job, or not. By contrast, the test-takers who make up the “community norms” used in most standard tests face a very different, low stakes testing environment. The difference between the norms created by high stakes versus low stakes testing environments has a dramatic effect on the screening psychologist’s ability to identify, and address applicants who are outliers on various screening dimensions.

One strategy for overcoming the masking effect that results from using community norms (which includes very heterogeneous test-takers) is to calculate profile T scores using special group norms from the population being screened. This strategy, which is used in the JR&A PAI Selection Report, permits comparison of a given applicant’s responses to test items to the very homogeneous population of police job applicants competing in a high stakes employment screening situation.

One advantage of this strategy is that even if an applicant endorses a few test items differently than the majority of police applicants the scale T score will “spike,” drawing attention of the screening psychologist to potential concerns in that test construct and related job dimension. By using police applicant norms to calculate T scores applicants

who respond in an unusual fashion to test questions will show up “on the radar.” This is a valuable feature that helps focus the screening interview into potential areas of concern, although it must be understood by the psychologist that these “spiked” elevations do not have the same meaning as equally high T score elevations that are based on Community/publisher norms.

Another limitation of standard tests of psychopathology is that “critical item” lists focus on severe pathology, which is rare in job applicants. What is needed in the selection environment is a list of items that have been endorsed by an applicant, including pathological admissions and less serious but still problematic symptoms, behaviors or counterproductive traits. This information can help the examiner focus the interview more clearly on job relevant concerns, and because the endorsed items are presented scale-by-scale, the psychologist can understand the reasons for specific scale elevations on the profile.

Finally, psychological tests should integrate the results of research designed to identify applicants who are at risk of exhibiting counterproductive behavior in a public safety position. This has been done for the PAI Police and Public Safety Selection Report, but not for most general purpose psychological tests.

#### Use in “Post Offer” Testing

The Americans with Disabilities Act requires that job applicants can be asked questions with “medical” content only after they have been given a conditional offer of employment. Because the PAI was designed to measure psychopathology, it is only appropriate to administer it to job applicants after they have received a Conditional Offer of Employment (COE).

#### The PAI Selection Report Normative Population

The standard version of the PAI was normed on a sample of 1000 adults, age 18 or older, who were selected to match the 1995 census, with respect to gender, ethnicity, and age. In contrast, PAI Selection Report was normed on a sample that was representative of the job applicant pool for the sworn police officer classification, as well as other public safety positions.

The table below provides both ethnic and gender data for the PAI Selection Report normative sample. This normative sample includes applicants for the position of police officer and other public safety classifications drawn from large urban agencies as well as medium and small agencies nationwide.

Demographic Composition of the PAI Selection Report  
Job Applicant Normative Sample

	N	% of sample
Gender		
Male	14,286	80.5
Female	3,468	19.5
No response	3	*
Ethnicity		
Caucasian	10,733	60.4
African American	2,986	16.8
Hispanic	2,169	12.2
Asian	1,251	7.0
Native American	270	1.5
Other	310	2.0
No response	38	*
Total	17,757	

### Applicant Comparison Profiles

The PAI Selection Report uses non-gendered T scores to compare a given applicant to two special groups: (a) job applicants for the same position the applicant is applying for and (b) “incumbents”, who are applicants who were screened, hired, and successfully completed at least one year in their position. These two “Applicant Comparison Profiles” are used in formulating a selection decision, both of which are based on normative samples that combine all ethnic and gender groups to calculate scale score profiles, in conformance with the 1991 Civil Rights Act.

### Computation of Risk Statement Values

As stated above, an important feature of the PAI Selection Reports are the risk statements that estimate the likelihood the applicant will demonstrate a pre-hire history of specific selection-relevant problems, or will be rated by experienced psychologists as poorly suited.

The risk statements for each applicant are computed from the applicant’s PAI scale scores, using formulas based on research relating the PAI scale scores to the presence or absence of each of the individual problems reflected in the risk statements. Specifically, the formulas used to compute each of the risk statements were developed using logistic regression analysis, a methodology that is designed to predict

dichotomous outcome variables (such as the presence or absence of a Substance Abuse problem) from continuous prediction variables (such as PAI scale scores).

The research was done using large data sets, containing data from more than 17,000 public safety job applicants.

The prediction equations were cross-validated by testing them on a new sample of data that wasn't used to develop the equations. This is an essential step in predictive research because predictive equations can often reflect idiosyncratic relationships that are present in the particular data set used for the research, but are not replicated when the equations are used to predict outcomes for new cases. This problem is referred to as "shrinkage" and is particularly likely when the research is based on small samples of data and large numbers of predictor variables, as is often the case in research done to create psychological measures for evaluating police applicants. (In such cases, in which cross-validation would be particularly important, it is rarely done.)

The cross validation analyses conducted by JR&A to create the PAI Police Selection Report demonstrated almost no reduction in the strength of the relationships when the formulas developed from one set of data were tested on a second set of data that had not been used to develop the formulas.

The analyses that we did to create the risk factor equations, and the cross validation analyses that we did to test these equations, are described in Chapter 5 of *The PAI Police and Public Safety Selection Report Technical Manual*. This manual was written by Michael Roberts and Michael Johnson in collaboration with Jodie Thompson of Psychological Assessment Resources, Inc. (PAR, Inc.), and is published by PAR, Inc.

### **The PAI Selection Report and the California Commission on POST Patrol Officer Psychological Screening Dimension**

In 2009 the POST Commission revised the purpose of psychological examinations in the selection of peace officers (9055) from "detecting job-relevant psychopathology" to determining whether the candidate is "psychologically capable of exercising the powers of a peace officer and withstanding the psychological demands of the position." Prior to this change psychologists relied primarily on a test of psychopathology to rule out unstable applicants. The change of focus by POST from "stability" to "suitability" determination was necessary because relatively few police applicants that reach the post-COE phase of the selection process present with psychological stability problems. 9055 correctly puts the focus on determining the "suitability" of the applicant, which requires the psychologist to assess psychological traits and personality characteristics in the normal, non-pathological range.

Despite this change in focus by POST, the basic mandate to identify applicants who present an emotional stability concern still requires the use of a well-validated test of

psychopathology like the PAI, the MMPI-2 RF, or the MMPI-2. Given that approximately 20% of applicants have contacted mental health professionals, and that some of those applicants have been diagnosed with personality or other mental disorders, a test of psychopathology remains a key component of the psychologist's assessment protocol.

It is important to recognize that the POST requirement to include a test of psychopathology and a test of normal range personality functioning does not mean that "suitability" concerns cannot be assessed by a test of psychopathology. The designers of modern tests of psychopathology included non-pathological scales and indices in their instruments that are very suitable to the assessment of personality traits linked to successful performance of the POST Job Dimensions.

The new POST Psychological Screening Manual (2014) stresses the importance of choosing psychological tests whose scales have a logical and ideally empirical relationship with the job dimensions identified for the police officer function. An examination of the table below makes it clear that the JR&A PAI Report scales and Risk Statements are clearly linked to the POST Psychological Screening Dimensions.

**The PAI Selection Report and the  
California Commission on POST  
Patrol Officer Psychological Screening Dimensions**

<b>POST Dimensions</b>	<b>PAI Scale/Risk Statement Names</b>	<b>Traits/Behaviors Measured</b>
Social Competence	<ul style="list-style-type: none"> <li>• Warmth</li> <li>• Borderline</li> </ul>	<ul style="list-style-type: none"> <li>• Outgoing versus cold, rejecting</li> <li>• Unstable relationships</li> </ul>
Teamwork	<ul style="list-style-type: none"> <li>• Job Performance Risk Statement</li> </ul>	<ul style="list-style-type: none"> <li>• Presence or absence of job problems</li> </ul>
Assertiveness/Persuasiveness	<ul style="list-style-type: none"> <li>• Dominance</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Assertive versus submissive interpersonal relationships</li> </ul>
Decision-Making/Judgment	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>
Adaptability/Flexibility	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>
Emotional Self-Regulation/Stress Tolerance	<ul style="list-style-type: none"> <li>• 11 clinical scales plus 10 subscales of the 11 (see Manual)</li> <li>• Psychological Suitability Risk Statement</li> </ul>	<ul style="list-style-type: none"> <li>• A comprehensive assessment of traits relevant to the POST Dimension</li> </ul>

Avoiding Substance Abuse & Risk-Taking Behavior	<ul style="list-style-type: none"> <li>• Alcohol</li> <li>• Drugs</li> <li>• Antisocial-Sensation</li> <li>• Alcohol Use/Abuse Risk Statement</li> <li>• Illegal Drug Use/Abuse Risk Statement</li> </ul>	<ul style="list-style-type: none"> <li>• Alcohol use/dependence</li> <li>• Drug use/dependence</li> <li>• Reckless and risk-taking</li> </ul>
Impulse Control/Attention to Safety	<ul style="list-style-type: none"> <li>• Antisocial-Sensation</li> </ul>	<ul style="list-style-type: none"> <li>• Craves excitement, tendency to be reckless and take risks</li> <li>•</li> </ul>
Conscientiousness/Dependability	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>
Integrity/Ethics	<ul style="list-style-type: none"> <li>• Integrity Risk Statement</li> </ul>	<ul style="list-style-type: none"> <li>• Measures pre-hire history of conformance with laws and regulations</li> </ul>

**The JR&A PAI Police and Public Safety Selection Report:  
Illustrating the Special Features of the Selection Report**

Examining a sample JR&A PAI Selection Report is the best way to illustrate how the special features of the Report can assist the screening psychologist in their task of formulating a suitability recommendation. The profile presented below is from an applicant that was screened using this PAI Selection Report as part of the test protocol. He was not recommended for employment at that agency, but was subsequently hired at another department. Approximately a year after being employed as an officer he committed suicide. Although this is an unusual case, the test profile helps demonstrate the value of the special features of the PAI Selection Report when compared to the conventional Community norm T-score profile.

- Page 1, the cover page, provides a clear summary of critical information about the applicant, and their test results. The “Snapshot” section on page 1 summarizes the likelihood that an applicant with this test-takers response would have a pre-hire history of negative behavior in job relevant domains. Fewer than 10% of applicants are placed into any High Risk category, so it is worthwhile probing further into those areas to rule out any under-reported or falsified self-report of a negative behavioral history. Note that this feature is especially important in departments that do not have a polygraph as part of their screening protocol because large sample research with police applicants has documented

significant rates of under-reporting in these agencies when compared to agencies that do administer a polygraph (JR&A: data by request).

- Page 2 of the report presents Applicant Comparison Profile #1: Incumbent and Community Norm Profiles. The test taker's Incumbent T scores (shown below as a solid line) were computed using norms based on the pre-employment scores of a sample of Incumbent police officer/deputy/troopers, who were hired, then successfully completed at least one year of employment. The test taker's Community T scores (shown below as a dotted line) were computed using norms based on a sample of 2,000 members of the general community.

It is evident from this Comparison Profile that using norms from applicants who later became successful police officers does an excellent job of highlighting this applicant as having serious unresolved issues (Suicide, Aggression, Stress, Anxiety, Antisocial Activity, etc.) that should be addressed by the screening psychologist. Note that the Community Norm T scores are all within normal limits and do not identify this applicant as a suitability concern.

- Page 3 of the report presents Applicant Comparison Profile 1B (Subscales): The same Incumbent and Community norms are used to compare an individual's T scores on the subscales of the PAI primary clinical scales. As in Profile 1 the "spiked" T scores help the psychologist "drill-down" to specific concerns (Aggression/Physical, Anxiety/Cognitive, Mania/Irritability) that should be discussed during the face-to-face interview.
- Page 4 of the report presents Applicant Comparison Profile #2A: The test taker's Applicant T scores (shown below as a solid line) were computed using norms based on the pre-employment scores of a sample of 17, 757 applicants. The test taker's T scores using these Applicant Norms are compared to a sample of 8,997 male white police applicants (shown below as a dotted line). The purpose of this profile is to identify any differences that exist between a specific applicant when compared to all applicants, or to applicants of the same gender and ethnic group. It is clear that there are no subgroup differences of significance on PAI scales between applicants based on gender or ethnic group. This profile is not intended to be used to formulate the screening decision; that role is reserved to profiles 1 and 1B.
- Page 5 displays the same comparisons as profile #2A, but for the PAI Subscales.

- Page 6 and 7 present Selection-Relevant PAI Items. The Selection Relevant (“critical”) item endorsements made by the applicant are printed under the test scale the item is a member of. Note that the test item number is followed by the item statement, and then in parentheses, the applicant’s endorsement (F, ST, MT, VT), followed by the percent of the applicant population responding to that item as that applicant did.

This feature of the JR&A PAI Selection Report demonstrates the importance of broadening the definition of “critical items” to include suitability concerns as well as items with pathological content. For example, the sample report from this applicant who subsequently committed suicide (after being hired by another agency where he was screened and passed) clearly identified issues regarding suicidality in Profile #1, but the concern is very specific in the content of his critical item endorsements presented on page 7, under the section Sui- Suicidal Ideation. The content of the items he endorsed include wishing he was dead, and thinking about ways to kill himself. The specific items are not reproduced because of copyright constraints but licensed psychologists can contact JR&A and receive a non-redacted version of the sample report.

- Page 8 profiles the applicant viewed from the perspective of the Interpersonal Style Circumplex (Leary, 1957). It permits characterizing the applicant’s preferred manner of interacting with others into one of four quadrants: Warm Control, Cold Control, Warm Submission, and Cold Submission. The page profiles an individual applicant using PAI Community Norms as well as Police and Public Safety Applicant Norms.
- Page 9 presents the applicant’s scores on PAI Supplemental Research and Index Scales using both Community Norms and Public Safety Applicant Norms.
- Page 10 is the Item Response summary for the applicant.

# Personality Assessment Inventory Police and Public Safety Selection Report®

## Sample Agency

**Suicide, After (105-60-0001)**

23 year old white male.

Tested on 05 August, 2001

Applying for the position of police officer/deputy/trooper

Highest Level of Education: Some college

Employment experience in public safety field:

Communications dispatcher, call taker

Other public safety experience

Previous Psychological Testing: Twice

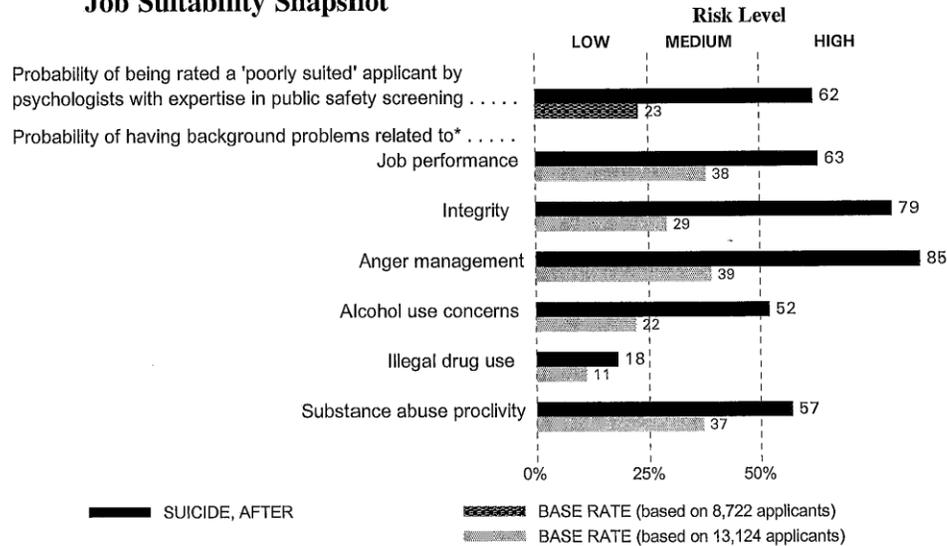
### General PAI Results

Selection-relevant PAI items -- number of these items\* endorsed atypically, compared to the majority of public safety applicants (base rate <= 10 items) . . . . . **31 items (95<sup>th</sup> percentile)**

Number of unanswered items (base rate <= 5) . . . . . None

\* These items should be reviewed with the applicant

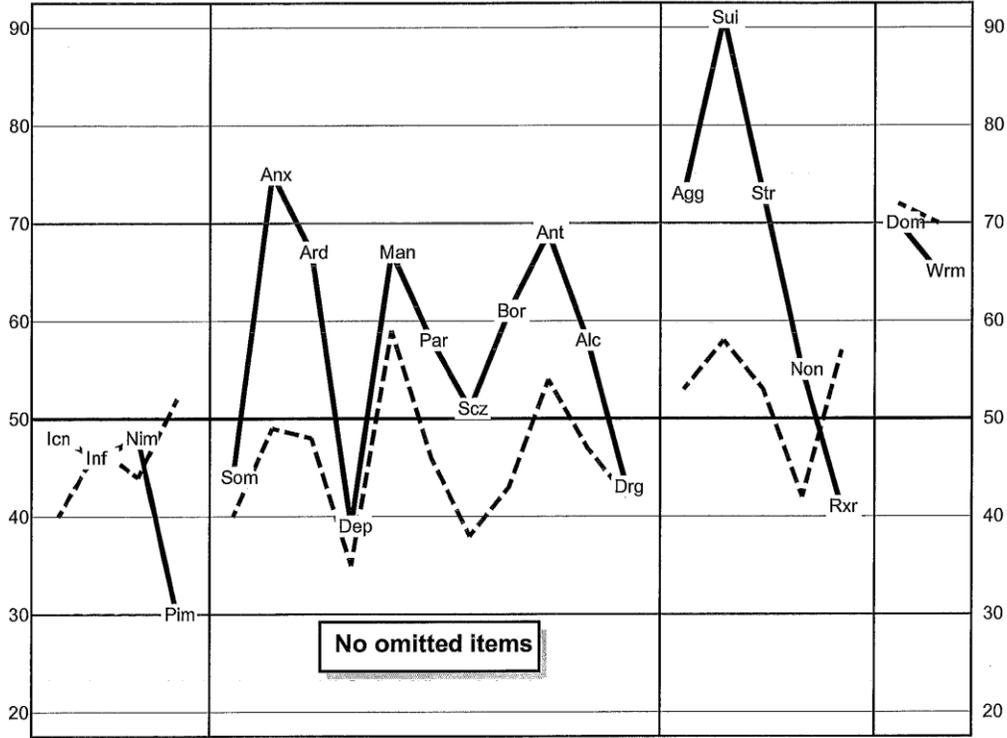
### Job Suitability Snapshot



**\*NOTE** The probabilities above indicate the likelihood that a personal history review with the applicant will reveal admissions of past behavior that police and public safety hiring authorities regard as possible negative indicators in the selection decision. Each probability statement must be compared with other data sources such as the interview, background check, and polygraph when formulating a selection recommendation. Refer to the full PAI report and user's manual for additional information.

### Applicant Comparison Profile #1A (Primary scales)

Applicant's scale scores compared to norms based on the pre-employment scores of a sample of **INCUMBENT police officers/deputies/troopers** and the scores of a sample of members of the general community.



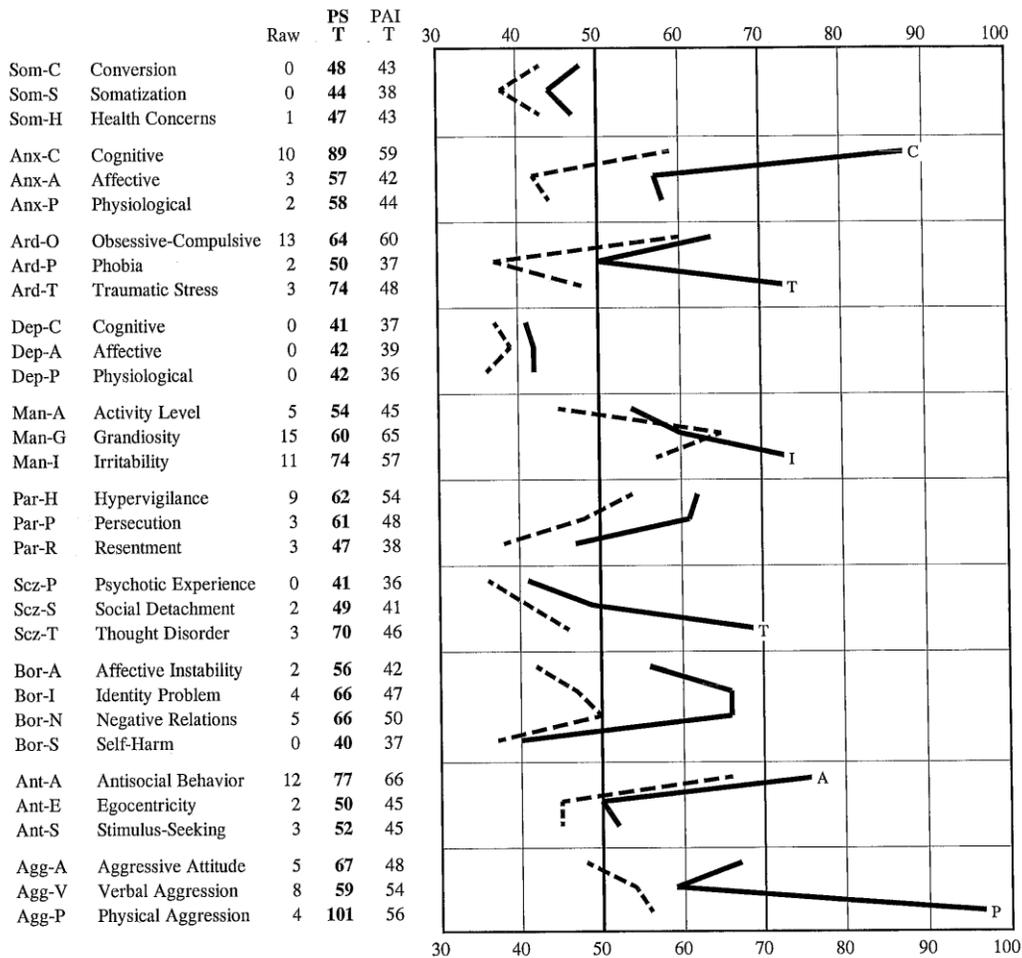
Legend: — Incumbent police officers/deputies/troopers - - - - Community (PAI)

	Icn	Inf	Nim'	Pim	Som	Anx	Ard	Dep	Man	Par	Scz	Bor	Ant	Alc	Drg	Agg	Sui	Str	Non	Rxr	Dom	Wrm
Raw scores	2	2	0	16	1	15	18	0	31	15	5	11	17	3	0	17	7	7	2	17	33	35
*Incumbent T	48	46	48	30	44	75	67	39	67	58	51	61	69	58	43	73	107	73	55	41	70	65
Community T	40	47	44	52	40	49	48	35	59	46	38	43	54	47	42	53	58	53	42	57	72	70

**\*NOTE** T Scores based on public safety incumbent norms are often higher or lower than those based upon community norms. The relatively homogeneous response to the PAI items by most individuals applying to public safety positions results in noticeable elevations for those who answer atypically. This feature is useful to the screening psychologist because it identifies scale domains and specific items to pursue during the interview. Although the incumbent T scores are linked to job-relevant screening criteria and may be used to support the screening decision, it is not appropriate to assume the same correspondence between these scores and the standard interpretations that have been established for the community-based norms.

### Applicant Comparison Profile #1B (Subscales)

Applicant's scale scores compared to norms based on the pre-employment scores of a sample of **INCUMBENT police officers/deputies/troopers** and the scores of a sample of members of the general community.

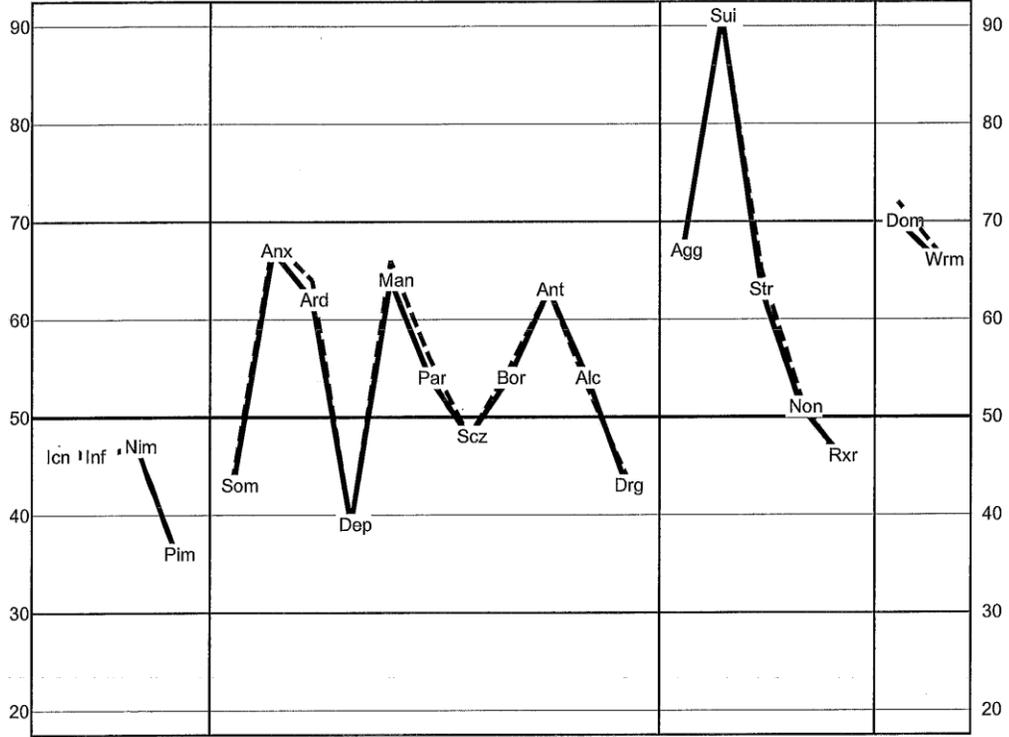


Legend: ——— Incumbent police officers/deputies/troopers      - - - - - Community (PAI)

**\*NOTE** T Scores based on public safety Incumbent norms are often higher or lower than those based upon community norms. The relatively homogeneous response to the PAI items by most individuals applying to public safety positions results in noticeable elevations for those who answer atypically. This feature is useful to the screening psychologist because it identifies scale domains and specific items to pursue during the interview. Although the incumbent T scores are linked to job-relevant screening criteria and may be used to support the screening decision, it is not appropriate to assume the same correspondence between these scores and the standard interpretations that have been established for the community-based norms.

### Applicant Comparison Profile #2A (Primary scales)

Applicant's scale scores compared to norms based on a sample of 17,757 APPLICANTS and a sample of 8,997 male Caucasian applicants.



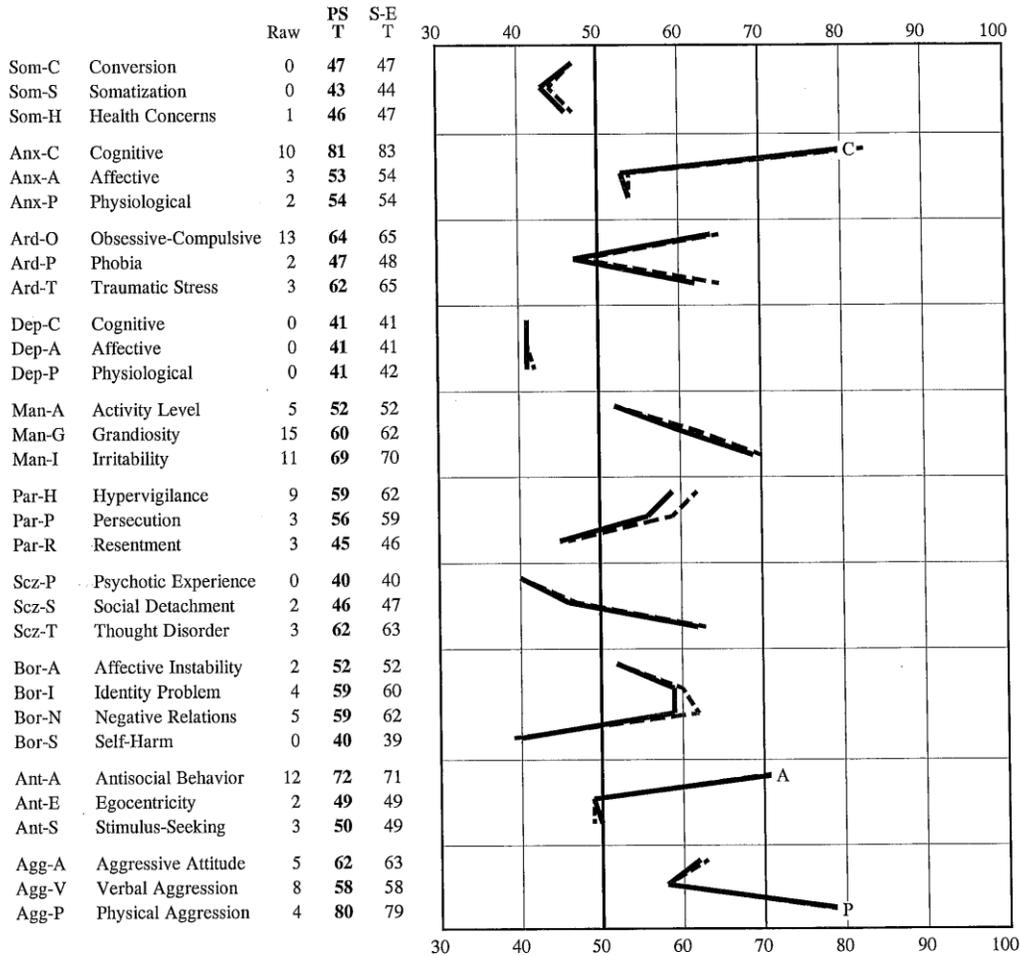
Legend: — PS Applicants      - - - - PS Applicants (by sex and ethnic)

	Icn	Inf	Nim	Pim	Som	Anx	Ard	Dep	Man	Par	Scz	Bor	Ant	Alc	Drg	Agg	Sui	Str	Non	Rxx	Dom	Wrm
*All applicants T	46	46	47	36	43	67	62	39	64	54	48	54	63	54	43	67	91	63	51	46	70	66
*Sex/ethnic T	47	46	47	36	44	68	64	39	66	56	48	55	63	53	44	67	94	65	52	45	72	67

**\*NOTE** T Scores based on public safety incumbent norms are often higher or lower than those based upon community norms. The relatively homogeneous response to the PAI items by most individuals applying to public safety positions results in noticeable elevations for those who answer atypically. This feature is useful to the screening psychologist because it identifies scale domains and specific items to pursue during the interview. Although the public safety applicant T scores are linked to job-relevant screening criteria and may be used to support the screening decision, it is not appropriate to assume the same correspondence between these scores and the standard interpretations that have been established for the community-based norms. The applicant's scores are compared to norms based on sex and ethnic group in order to help the psychologist identify and address any significant differences in T scores that may be associated with sex and ethnic group membership. Note that in order to comply with the 1991 Civil Rights Act, selection decisions should not be based on the sex by ethnic group profile.

### Applicant Comparison Profile #2B (Subscales)

Applicant's scale scores compared to norms based on a sample of 17,757 APPLICANTS and a sample of 8,997 male Caucasian applicants.



Legend: — PS Applicants      - - - - PS Applicants (by sex and ethnic)

**\*NOTE** T Scores based on public safety incumbent norms are often higher or lower than those based upon community norms. The relatively homogeneous response to the PAI items by most individuals applying to public safety positions results in noticeable elevations for those who answer atypically. This feature is useful to the screening psychologist because it identifies scale domains and specific items to pursue during the interview. Although the public safety applicant T scores are linked to job-relevant screening criteria and may be used to support the screening decision, it is not appropriate to assume the same correspondence between these scores and the standard interpretations that have been established for the community-based norms. The applicant's scores are compared to norms based on sex and ethnic group in order to help the psychologist identify and address any significant differences in T scores that may be associated with sex and ethnic group membership. Note that in order to comply with the 1991 Civil Rights Act, selection decisions should not be based on the sex by ethnic group profile.

## Selection-Relevant PAI Items

### Items endorsed by applicant, categorized by scale/subscale membership

(Roberts, Wihera, Lenhart, Tracy, Reidy, Johnson, Benner, McIntyre, Ostrov)

The items printed below are endorsed by this applicant in the manner indicated by the response abbreviation after the item (F = False, ST = Somewhat True, etc). The value following the endorsement is the percent of police and public safety applicants who endorse the item with the same response. The psychologists listed above, who are experts in personnel selection, agree that the content of these items, which are rarely endorsed in the reported manner in the applicant testing situation, may indicate the presence of psychological problems which could affect job performance. Caution should be used in interpreting these item responses since single items are not as reliable as the scales from which they come. It is useful to discuss selected item endorsements with the applicant during the interview to rule out mismarks or misunderstandings by the applicant.

#### 31 critical item endorsements found

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**Anx-C - Cognitive/8 items ( T<sub>ps</sub> = 81)**

145. MT, 1%)  
265. (VT, 0%)

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**Anx-P - Physiological/8 items ( T<sub>ps</sub> = 54)**

193. (ST, 4%)

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**Ard-O - Obsessive-Compulsive/8 items ( T<sub>ps</sub> = 64)**

85. (VT, 2%)  
165. (VT, 7%)

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**Ard-T - Traumatic Stress/8 items ( T<sub>ps</sub> = 62)**

34. (ST, 2%)  
194. (ST, 6%)

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**Man-I - Irritability/8 items ( T<sub>ps</sub> = 69)**

36. (VT, 8%)  
116. (MT, 1%)

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**Par-H - Hypervigilance/8 items ( T<sub>ps</sub> = 59)**

48. (VT, 4%)

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**Bor-A - Affective Instability/6 items ( T<sub>ps</sub> = 52)**

54. (MT, 1%)

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**Bor-I - Identify Problem/6 items ( T<sub>ps</sub> = 59)**

17. (MT, 1%)

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**Bor-N - Negative Relations/6 items ( T<sub>ps</sub> = 59)**

99. (VT, 3%)

---

**Ant-A - Antisocial Behavior/8 items ( T<sub>ps</sub> = 72)**

51. (MT, 0%)  
91. (VT, 10%)  
131. (ST, 7%)  
251. (F, 15%)  
291. (F, 23%)

---

**Alc - Alcohol Problems/12 items ( T<sub>ps</sub> = 54)**

294. (F, 4%)

---

**Agg-A - Aggressive Attitude/6 items ( T<sub>ps</sub> = 62)**

298. (ST, 3%)

---

**Agg-P - Physical Aggression/6 items ( T<sub>ps</sub> = 80)**

21. (MT, 0%)  
101. (ST, 2%)  
181. (ST, 8%)

---

**Sui - Suicidal Ideation/12 items ( T<sub>ps</sub> = 91)**

20. (ST, 1%)  
60. (ST, 2%)  
300. (MT, 0%)  
341. (F, 10%)

---

**Str - Stress/8 items ( T<sub>ps</sub> = 63)**

325. (ST, 4%)  
328. (ST, 4%)

---

**Non - Nonsupport/8 items ( T<sub>ps</sub> = 51)**

281. (MT, 4%)

---

**Rxr - Treatment Rejection/8 items ( T<sub>ps</sub> = 46)**

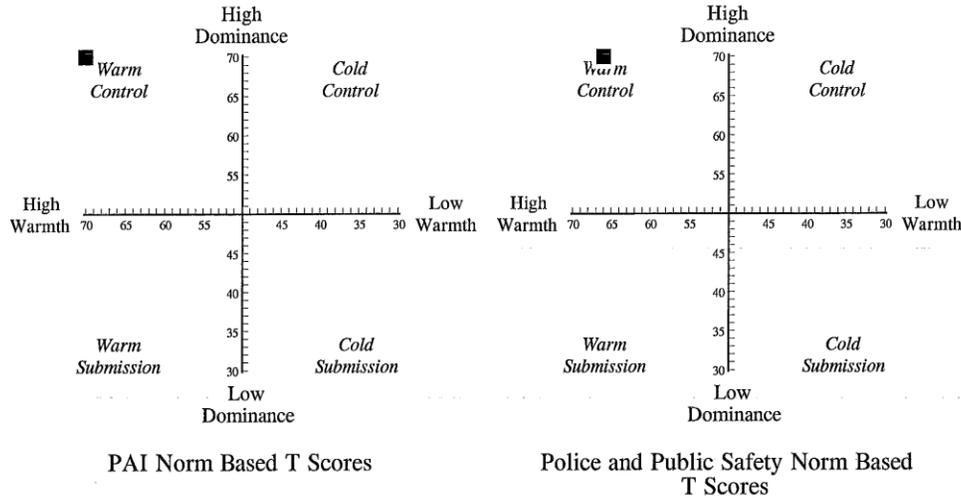
2. (MT, 1%)

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**Unanswered items ( No unanswered items)**

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## PAI Interpersonal Style Circumplex



The assessment of interpersonal style using the PAI is based upon Leary's interpersonal circumplex model (1957). This model requires identifying two dimensions of personality that are central to human interaction, but not correlated to one another. By considering these two orthogonal scales in combination, the circumplex model permits characterizing one's preferred manner of interacting with others into one of four quadrants. Morey (1996) suggests using the PAI Dominance and Warmth scales in this manner to generate the quadrant types displayed above. An associated aspect of the theory is the principle of *complementarity*, which suggests that every interpersonal behavior has a complement, which is the natural reaction of others to the initial behavior demonstrated by the individual in question. *This notion appears to have value in the assessment of public safety applicant's suitability for essential job functions such as teamwork, interpersonal sensitivity, acceptance of criticism, and self control. Since this Type information was not included in the calculation of the risk factors presented on Page One, it may offer an additional perspective to consider during the interview.*

**Warm Control:** 70% of police and public safety applicants are placed in this category using the publisher's norms. Morey indicates that individuals in this quadrant who are at average levels ( $T = < 55$ ) on both scales are likely to be autonomous, and well balanced in their expression of assertiveness, friendliness, and concern for others. Those with T scores of 56 to 64 on both scales are generally friendly, extraverted and quick to help others who need it. However, at very high levels on both scales ( $T = > 65$ ) the need for affiliation and attention may result in attempts to control and interfere with the social interactions of others. *Police and public safety applicants, particularly those high on both scales, should be interviewed carefully to rule out a history of behavior that is viewed as abrasive, intrusive, challenging, demeaning, and confrontational.* Applicants classified in this quadrant are the least likely to be rated as "poorly suited" by psychologists experienced in public safety selection. Applicants in this quadrant are also less likely to report negative background data.

## PAI Supplemental Research and Index Scales

The research and index scales are discussed in detail in *An Interpretive Guide to The Personality Assessment Inventory (PAI)*, by Leslie C. Morey, Ph.D., published by Psychological Assessment Resources (PAR, 1-800-331-TEST) in 1996. Note that the base scores are produced using T-scores based on the PAI community sample. The Public Safety base scores are produced using the Public Safety T-scores based on norms from over 8,000 applicants.

Scale	Description	Base Scores		T Scores	
		PAI	Public Safety	PAI	Public Safety
APD	Antisocial Personality Disorder	4.08	4.40	---	---
BPD	Borderline Personality Disorder	1.17	1.48	---	---
DPD	Dependent Personality Disorder	3.00	3.04	---	---
PTSD	Post-Traumatic Stress Disorder	2.63	3.35	---	---
ALCDEP	Alcohol Dependence	3.62	3.98	---	---
DRGDEP	Drug Dependence	3.76	3.85	---	---
ESTALC	Estimated ALC T Score	55.58	63.53	---	---
ESTDRG	Estimated DRG T Score	53.69	63.46	---	---
SPI	Suicide Potential Index	1.00	4.00	43	53
VPI	Violence Potential Index	1.00	3.00	47	57
MAL	Malingering Index	0.00	0.00	44	44
RDFMAL	Rogers Discriminant Function/Malingering	-2.19	-2.54	38	36
CDF	Cashel Discriminant Function/Dissimulation	138.45	127.86	48	42
DEF	Defensiveness Index	5.00	2.00	64	45

**ITEM RESPONSES**

1: VT 2: MT 3: F 4: F 5: F 6: F 7: F 8: VT 9: F 10: F  
11: VT 12: F 13: VT 14: F 15: F 16: VT 17: MT 18: ST 19: ST 20: ST  
21: MT 22: F 23: F 24: MT 25: F 26: ST 27: F 28: ST 29: ST 30: F  
31: F 32: F 33: F 34: ST 35: F 36: VT 37: VT 38: F 39: F 40: F  
41: VT 42: F 43: F 44: F 45: F 46: F 47: F 48: VT 49: F 50: F  
51: MT 52: F 53: VT 54: MT 55: F 56: VT 57: ST 58: ST 59: ST 60: ST  
61: F 62: F 63: VT 64: MT 65: ST 66: F 67: F 68: MT 69: ST 70: F  
71: F 72: F 73: F 74: F 75: VT 76: VT 77: VT 78: ST 79: F 80: VT  
81: VT 82: F 83: F 84: F 85: VT 86: F 87: F 88: VT 89: F 90: F  
91: VT 92: F 93: VT 94: VT 95: F 96: VT 97: F 98: ST 99: VT 100: F  
101: ST 102: F 103: VT 104: ST 105: F 106: F 107: F 108: ST 109: VT 110: ST  
111: F 112: VT 113: F 114: F 115: VT 116: MT 117: ST 118: F 119: F 120: F  
121: F 122: ST 123: F 124: VT 125: MT 126: F 127: MT 128: VT 129: F 130: F  
131: ST 132: F 133: VT 134: F 135: F 136: F 137: F 138: MT 139: VT 140: F  
141: F 142: VT 143: F 144: ST 145: MT 146: VT 147: F 148: ST 149: F 150: F  
151: ST 152: VT 153: F 154: F 155: F 156: F 157: ST 158: F 159: F 160: VT  
161: VT 162: F 163: F 164: MT 165: VT 166: F 167: F 168: ST 169: F 170: F  
171: F 172: VT 173: F 174: VT 175: F 176: MT 177: F 178: ST 179: F 180: F  
181: ST 182: F 183: F 184: F 185: ST 186: VT 187: F 188: ST 189: F 190: VT  
191: F 192: F 193: ST 194: ST 195: F 196: F 197: VT 198: MT 199: F 200: F  
201: VT 202: VT 203: F 204: F 205: ST 206: F 207: MT 208: ST 209: F 210: F  
211: VT 212: F 213: F 214: F 215: F 216: F 217: MT 218: VT 219: VT 220: F  
221: VT 222: F 223: F 224: ST 225: ST 226: VT 227: VT 228: VT 229: MT 230: MT  
231: F 232: F 233: F 234: F 235: VT 236: MT 237: VT 238: F 239: MT 240: ST  
241: F 242: MT 243: F 244: ST 245: VT 246: VT 247: F 248: MT 249: F 250: F  
251: F 252: VT 253: VT 254: F 255: F 256: VT 257: F 258: F 259: VT 260: F  
261: F 262: F 263: F 264: ST 265: VT 266: F 267: VT 268: VT 269: F 270: VT  
271: ST 272: F 273: F 274: F 275: F 276: ST 277: MT 278: F 279: F 280: F  
281: MT 282: ST 283: F 284: F 285: MT 286: VT 287: MT 288: MT 289: F 290: VT  
291: F 292: ST 293: VT 294: F 295: VT 296: VT 297: ST 298: ST 299: MT 300: MT  
301: VT 302: F 303: F 304: MT 305: F 306: MT 307: VT 308: F 309: F 310: VT  
311: F 312: F 313: VT 314: ST 315: F 316: F 317: VT 318: VT 319: MT 320: VT  
321: ST 322: F 323: ST 324: F 325: ST 326: MT 327: MT 328: ST 329: F 330: VT  
331: VT 332: F 333: MT 334: VT 335: F 336: F 337: VT 338: F 339: MT 340: F  
341: F 342: VT 343: VT 344: MT

**End of report**